



# UK Gender Pay Gap Report 2018

Published 2019

Built for **people**

## MULTIPLEX

# MULTIPLEX

Built to outperform.

Four principles drive our business. By achieving them, we create the capabilities and the culture which define Multiplex and our vision for high performance.

Built for  
**precision**

Built for  
**people**

Built for  
**positive  
impact**

Built for  
**evolution**

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# Chief Executive Overview

At Multiplex, we are determined to recruit and retain the best people in the industry, and we continue to work hard to create an environment that supports a diverse workforce. Over the past year, this has included many proactive initiatives and activities to ensure we make a positive impact on the gender imbalance that still exists across the construction industry.



## FemEng site visit at the University of Glasgow

Throughout 2018, we continued to engage with science, technology, engineering and mathematics (STEM) students to encourage more women to pursue careers in construction. For example, in May 2018, our University of Glasgow project hosted students from the university's FemEng society. FemEng is a student network focused on creating links between female students in the university's School of Engineering to tackle the gender imbalance within engineering. They organise outreach work to local schools, networking events within the industry and an annual trip to Rwanda to support female engineers there. We hosted the FemEng students at our Learning & Teaching Hub site, teaching them about the project and its engineering works, and giving them the opportunity to visit a live construction site.

## Proactive recruitment processes

As well as working with STEM students, we actively look for ways to attract more women through our recruitment practices. In 2018, for our graduate recruitment this included working with a provider whose web traffic is made up of a 62% female audience. We also specifically targeted recruits from the top 30 female-populated universities in the UK and carried out social media campaigns on Facebook and LinkedIn aimed at a female audience.

## Promoting Women In BIM (Building Information Modelling)

In March 2019, we hosted a 'Women in BIM' event at our head office in the City of London. Women in BIM is a not-for-profit community group that brings women in BIM-related roles together to support each other and promote women in the industry. This was Women in BIM's first networking event of 2019, giving delegates an insight into the release of the new ISO 19650 standard and an opportunity to discuss the importance of attracting a diverse workforce.



## Collaborating with Women in the Built Environment

Another example of our engagement with STEM students was in June 2018, when our DAMAC Tower team in London participated in a breakfast event at Ark Putney Academy hosted by Women in the Built Environment (WiBE). This was an informal, girls-only event for students from years 7 to 13, encouraging them to discuss the gender stereotypes women can face within the construction industry. The students took turns interviewing volunteers from a wide range of roles, including sustainability, project management, design, quantity surveying, site management and urban planning to give them a greater understanding of the types of jobs available within construction and break down perceived barriers about women working in the construction industry.



## Recognition from Women into Construction

At Multiplex, we have a membership with Women into Construction – a not-for-profit organisation promoting gender equality in construction – and we work with them across our projects in areas such as presentations, site visits, work experience and recruitment. In

October 2018, Women into Construction presented us with an award in recognition of our ongoing commitment and partnership helping women into the construction industry.

## ‘Respect’ workshops

Throughout the second half of 2018, we held a series of diversity and inclusion workshops across our project sites entitled ‘Respect’. This involved creating a standardised format and training our project directors in how to deliver it effectively. We then held interactive ‘Respect’ workshops at each of our sites and offices. These workshops started by providing information about the importance of diversity and inclusion in the workplace, and went on to discuss the concept of respect. This created a forum for everyone to discuss what respect means to them and learn about what it means to others, with clearly defined outputs in the form of posters and photos to share the results across the business.

## Supporting Unite's ‘period dignity’ campaign

In January 2019, our University of Glasgow project became the first construction site in the UK to sign up to Unite the Union's period dignity campaign. Unite launched the campaign after a survey of its female construction members found that a lack of facilities for women having their periods was a major issue on construction sites. At Multiplex, we are committed to providing great workspaces for everyone, so supporting the Period Dignity campaign was a great way to complement what we were providing at the university. Our ongoing work identifying new ways of improving our workspaces has recently led to the development of a new standard for temporary accommodation and offices – Multiplex Better Workspaces – and we are planning to certify all of our European sites to this standard by the end of the year.

## In conclusion

We recognise that the gender pay gap is an ongoing issue within the construction industry and we remain committed to doing everything we can to encourage women into construction and ensuring that they are given the same opportunities and recognition as men. We are proud of the results we have created so far, but we understand that there is a lot of important work still to be done. Our goal is to promote a diverse and inclusive workforce where everyone is given the same opportunities and feels empowered to progress and succeed.

*(The data in this report is accurate and provides our gender pay information as at the snapshot date of 5th April 2018 for Multiplex Construction Europe Limited.)*



**Ashley Muldoon**  
CEO – Europe, Middle East  
and Canada

# Gender Pay Gap Figures

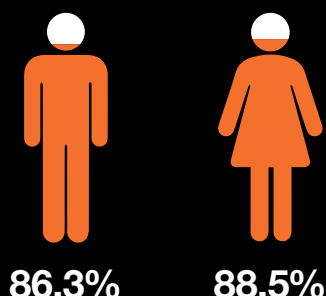
## Mean and Median Gap

The table below shows the mean and median gender pay gap based on hourly rates of pay, and the mean and median bonus gender pay gap.

	Mean	Median
Hourly fixed pay	42.5%	46.0%
Bonus paid	69.5%	36.4%

## Proportion of Males and Females Receiving a Bonus Payment

Shown below is the proportion of men and women who received a bonus in the 12 months preceding the snapshot date of 5 April 2018.



## Glossary of Terms

### Gender Pay Gap

The Gender Pay Gap is the difference in the average and median pay and bonuses of men and women. This is not the same as Equal Pay, which is the actual pay difference between men and women who carry out the same job, a similar job, or work of equal value.

### Mean Gender Pay Gap – Pay

This shows the difference between the mean hourly rates of pay that male and female relevant employees receive.

### Median Gender Pay Gap – Pay

This shows the difference between the median hourly rates of pay that male and female relevant employees receive.

### Mean Gender Pay Gap – Bonus

This shows the difference between the mean bonus pay that male and female relevant employees receive.

### Median Gender Pay Gap – Bonus

This shows the difference between the median bonus pay that male and female relevant employees receive.

### Proportion of males and females receiving a bonus payment

This shows the proportion of male and female relevant employees who were paid any amount of bonus pay.

### Proportion of males and females in each quartile pay band

This shows the proportions of male and female relevant employees in four quartile pay bands, which is calculated by dividing the workforce into four equal parts.

## Pay Quartiles

This shows the proportions of male and female relevant employees in four quartile pay bands.



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